



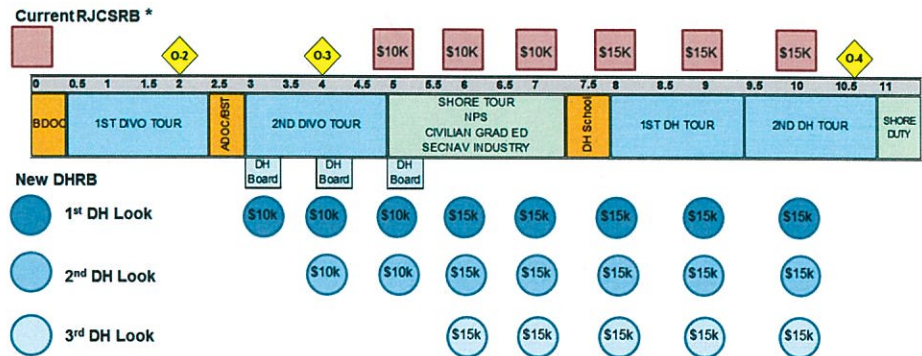
FACT SHEET:

Department Head Retention Bonus (DHRB)

First "Reward for Performance" bonus in the DOD

- YG-12 and junior are eligible for the DHRB program
- Early selection at the SWO
Department Head Screen Board will be rewarded with a potentially larger compensation package
- DH Screened Junior Officers are able to commit as early as YCS-3

Payment Structure Comparison



Payment Scenarios

If you are YG-12 and screened at 1st DH Look (FY 16/June 2015 Board)...

- ... And sign DHRB prior to 30 NOV 2016 - **\$105K**
- ... And sign DHRB after 30 NOV 2016, but before the FY 18/June 2017 DH Board - **\$95K**
- ... And sign DHRB after the FY 18/June 2017 DH Board but before YCS-6 anniversary - **\$75K**

If you are YG-12 and screened at 2nd DH Look (FY 17/June 2016 Board)...

- ... And sign DHRB prior to the FY 18/June 2017 DH Board - **\$95K**
- ... And sign DHRB after the FY 18/June 2017 DH Board but before YCS-6 anniversary - **\$75K**

If you are YG-13 and screened at 1st DH Look (FY 17/June 2016 Board)...

- ... And sign DHRB prior to the FY 18/June 2017 DH Board - **\$105K**
- ... And sign DHRB after the FY 18/June 2017 DH Board but before the FY 19/June 2018 DH Board - **\$95K**
- ... And sign DHRB after the FY 19/June 2018 Board but before YCS-6 anniversary - **\$75K**

FAQ

I am in Year Group 2011 and haven't signed legacy RJCSRB, am I eligible for the new DHRB?

No, only YG 12 and junior are eligible for the new DHRB. You are still eligible for RJCSRB and have until YCS-6 anniversary to get the full \$75K.

I am in Year Group 2012 and have already screened for DH, but I am not sure if I want to commit to DH right now. If I sign DHRB after the FY 18/June 2017 DH Board, but before YCS-6 anniversary, am I able to get \$85K?

No, you are only eligible for the \$10K incentive payments if you commit prior to your year group's 3rd DH Screen Board. You will still be eligible for \$75K.

Who should I contact if I have questions regarding the new DHRB?

As with all questions regarding your career, you should contact your detailee.